



NSPS Update

CONVERSION FACT SHEET

The Conversion Fact Sheet on the NSPS website has been updated to provide more detailed information about pay and grade retention.

The fact sheet is located in the Resources box on the NSPS home page at: <http://www.cpms.osd.mil/nsps>. It is also available on the NSPS Conversion page: <http://www.cpms.osd.mil/nsps/conversion.html>.

You may also use this direct link to the Conversion Fact Sheet: <http://www.cpms.osd.mil/nsps/docs/ConversionFINAL.pdf>.

The point to remember is employees automatically convert to NSPS based on their permanent position of record under the General Schedule (GS) or other system. When employees convert, they experience **no loss in pay**. For many employees, their salaries may increase if they are eligible for a one-time, prorated Within-Grade-Increase (WGI) buy-in based on time earned toward their next step increase.

Employees will be placed into a Career Group, Pay Schedule and Pay Band based on their occupations. To learn more about the classification architecture, [CLICK HERE](#).

To see how the conversion process works, NSPS 101 is an online course that provides an overview of the core NSPS elements and includes a conversion calculator. To take NSPS 101, [CLICK HERE](#).

Performance Appraisal Application: Online Tool Available to Employees in NSPS

The Department of Defense (DoD) has developed a set of online tools to support the Performance Management phase of NSPS. The first of these tools - the **Performance Appraisal Application** - is now available to employees *who have already converted* to NSPS.

The Performance Appraisal Application facilitates the NSPS performance management process from establishing performance plans to assigning the recommended rating. It supports the NSPS mission by providing an online venue for regular communication, where supervisors and employees can exchange ideas about work performance, document areas of growth, and share ideas regarding job objectives and work plans.

Employees *who have not yet converted* to NSPS may not access and utilize the Performance Appraisal Application at this time. However, everyone can learn about the tool by playing a web demonstration of the Performance Appraisal Application or by reading about how the new application works.

- To play the **web demonstration**, [CLICK HERE](#).
- For **printable information**, [CLICK HERE](#).
- To learn **how to access** the application, [CLICK HERE](#).

NSPS INFORMATION PAGE

On another note, in an effort to keep you informed and up-to-date on the latest NSPS information here at Fort Polk, we have set up an NSPS Information page on the CPAC website.

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The NSPS Information page will offer information such as the monthly NSPS updates in this bulletin, upcoming mandatory NSPS training and important NSPS links.

To access the NSPS Information page go to the CPAC website at: www.jrtc-polk.army.mil/cpac/index.htm and click on NSPS link.

NSPS GETS GOOD GRADE

Stephen Barr, of the Washington Post, reported Tuesday, 10 Oct. that Defense Managers give NSPS good grade. To read the article in the Washington Post **CLICK HERE**.